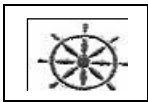


QM CAREER PATH (SW)



Quartermasters assist the Officer of the Deck and Navigator in all methods of navigation on the bridge aboard ship. They are responsible for the safe navigation of the ship, reliable communication with other vessels and shore stations, and the monitoring and recording of weather. In addition, they maintain ECDIS-N systems, charts, visual signaling instruments, weather monitoring equipment, and records for the ship's log. No two QMs will have the same career pattern; however, on average, the successful QM will complete these career milestones in about the same sequence indicated.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	QMCM	22.4 Yrs	CSEL, Enl Comm Mgr, Senior Enl Academy	36	4 th Shore Tour Billet: ECM, Admin/Operation Staff, LCPO. Duty: BUPERS, Instructor, Overseas. Qualification: CSEL, SEA.
23-26	QMCM QMCS	22.4 Yrs 17.1	CSEL, CMC/CSC	48	4 th Sea Tour Billet: 3M Coordinator, Dept LCPO. Duty: CVN/LHA/LHD, Afloat Staff. Qualification: CSEL, SEA.
20-23	QMCS QMC	17.1 Yrs 13.4	CWO, CSEL, RDC, Recruiting	36	3 rd Shore Tour Billet: Admin/Operation Staff, LCPO. Duty: Instructor, Overseas, Port Operations. Qualification: MTS, Harbor Pilot, Tugmaster, CSEL, SEA.
16-20	QMCS QMC	17.1 Yrs 13.4	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor.	48	3 rd Sea Tour Billet: Dept/Div LCPO, ANAV. Duty: Ship, Afloat Staff, LCAC Craft Master. Qualification: NTT, CSEL, SEA.
12-16	QMC QM1	13.4 Yrs 9.3		36	2 nd Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Overseas, Port Operations. Qualification: MTS, Tugmaster, Harbor Pilot.
8-12	QM1 QM2	9.3 Yrs 4.7		60	2 nd Sea Tour Billet: LPO, LCAC Nav. Duty: Ship, Craft Unit. Qualification: OOD, JOOD, LCAC Navigator, QMOW.
4-8	QM2 QM3	4.7 Yrs 2.4	STA-21, OCS, MECP, RDC Recruiting, Instructor.	36	1 st Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Recruiting, RDC, Physical Security. Qualification: MTS.



QM CAREER PATH (SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-4	QM3 QMSN	2.4 Yrs 1.0	Naval Academy, NROTC	54	1 st Sea Tour Billet: Operator. Duty: Ship. Qualification: QMOW, Master Helmsman.
1+/-	QM3 QMSN QMSA Accession Training	9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required.
2. Tours at NPC and BUPERS require special screening.
3. Tour at BUPERS 3 as an Enlisted Community Manager or Enlisted Community Manager Technical Adviser is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, accession and strength policies and initiatives for community health.
4. Harbor Pilot and Tugmaster are special programs that require an arduous and extended training program to qualify and are billets with increased responsibility. Tours at Harbor Pilot and Tugmaster billets require special screening per MILPERSMAN articles 1306-927 and 1306-946.

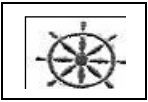
Consideration for advancement from E6 to E7

1. Sea Assignments (all)

- LPO
- OOD I/P
- Have at least one warfare pin
- STT or other Training Team member
- Command/ Asst Command Collateral (ie: ACFL, Heritage/Multicultural committee)
- FCPOA involvement
- ANAV qualified
- Watchbill coordinator duties
- WCS and/or Dept 3MA

2. Shore Assignments (all)

- Detailer
- Training Teams (ATG/NFMT)
- Instructor Duty (MTS at completion-all ranks)
- RDC (MTS at completion-all ranks)
- ATG (ATS at completion – all ranks)



QM CAREER PATH **(SW)**



Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Div or Department LCPO
- Qualified OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO, Senior Watchbill Coord etc.)
- Have at least one warfare pin
- DCTT Repair locker leader or other Damage Control organization involvement
- STT and/or SNTT Coordinator or Lead
- Command Collateral with documented impact (CFL, CMEO, CFS, DAPA, Mentorship, Sponsor)
- CPOA involvement
- Sailor 360 involvement
- Enlisted Watchbill coordinator/Section Leader
- ANAV qualified

2. Shore Assignments (all)

- Detailer
- Instructor Duty
- LCPO QM "A" School
- RDC
- Training Teams (ATG/NFMT)
- Should be CDO Qualified
- Sailor 360 involvement
- TYCOM
- ATG (ATS at completion – all ranks)

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Section Leader, and other outside the normal scope (ie: ATTWO)
- At least one warfare pin
- DCTT team or other Training Team member. Repair locker leader or other Damage Control organization involvement
- Command Collateral with documented impact
- Sailor 360 involvement
- Department LCPO
- Senior Watchbill Coordinator

2. Shore Assignments (all)

- LCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- ATG/NFMT (ATS at completion – all ranks)
- TYCOM
- RDC
- CDO Qualified